



State of Arizona
Department of Education

Tom Horne
Superintendent of
Public Instruction

TO: District Superintendents, Charter Directors, Principals, Teachers, University Professors and Staff,
Testing Coordinators, Directors of School Finance, Curriculum Directors
FROM: Phyllis J. Schwartz,
Associate Superintendent, School Effectiveness Division
SUBJECT: Solutions Team Leaders and Team Members

The School Effectiveness Division is seeking experienced, highly skilled educators to serve as Solutions Team leaders and Solutions Team members. One team leader and two team members are assigned to each school identified as *Underperforming* under AZ LEARNS to conduct a serious, evidence-based inquiry. Using the *Standards & Rubrics for School Improvement*, the Solutions Team answers three questions:

1. Does the school's Arizona School Improvement Plan appear to be a sound plan for improving student performance?
2. Do the conditions appear to be in place for successful implementation of the school's Arizona School Improvement Plan?
3. What recommendations can be provided that will assist the school with the implementation of their Arizona School Improvement Plan?

While several states have contracted with out-of-state consulting firms to provide assistance to their schools, Superintendent Tom Horne is committed to tapping Arizona's many highly skilled educators. Applicants must provide evidence, through their résumé and letters of recommendation, of experience in the school improvement process in a standards-based environment. Successful applicants dedicate two days to training prior to serving on a team. Depending on the team members' availability, teams may be assigned to more than one school.

There is no deadline, as applications are accepted on a continual basis. To apply, send the completed application, your résumé, and three current letters of recommendation that address the specific skills required for service on Solutions Teams to:

Phyllis J. Schwartz
School Effectiveness Division, Solutions Teams
1535 W. Jefferson St., Bin 10
Phoenix, AZ 85007

Questions regarding this process, including compensation and training, are addressed in two documents that are available on our website, www.ade.az.gov. By clicking on the Solutions Team link, you will be able to access the application, Frequently Asked Questions, and Qualifications. You may also download the *Standards & Rubrics for School Improvement*. Please direct additional questions to Deputy Associate Superintendent Dale Parcell at dparcel@ade.az.gov.

Thank you for your interest in sharing your expertise in the school improvement process with Arizona's schools and the children we serve.

Sincerely,
Phyllis J. Schwartz
Associate Superintendent, School Effectiveness Division